Welcome to WASDA’s August edition of our online Newsletter! It is hard to believe that summer is slipping away so quickly. The WASDA staff is busy preparing for the new year. Jessica has also been very busy updating member files and processing membership dues. This is the time of year when we see the greatest number of changes in our membership. If you have moved to a new district, please keep her informed of your new address, email address, etc. Since the majority of our communication with you will be via email and our website, it is imperative that we are kept up to date!

Registration is open for the first ever VIRTUAL Fall Superintendents Conference to be held September 16-18. Due to local restrictions in Dane County, the planning committee made the very difficult decision to cancel holding this annual event in person. Our complete calendar of events is available online.

We missed seeing many of our members in Door County this year but felt that the virtual seminar worked out well. Be sure to mark your calendar for next year’s event at the Stone Harbor Resort in Sturgeon Bay on July 28-30, 2021.

We hope you enjoy these last few days of summer!

Wisconsin Association of School District Administrators
4797 Hayes Road
Madison, WI 53704
608/242-1090; 608/242-1290 - FAX
www.wasda.org
WASDA President’s Message
WASDA Executive Director’s Report
The Capitol Report - John Forester, Dir. Of Gov. Relations
58 Districts to Have New Administrators
2020 WASDA Fall Superintendents Conference
First Year Superintendents Academy
Fall School Finance Workshops
Supporting Principal Excellence Academy
Baird Video Library Update
2021 Superintendent of the Year Process
Superintendent Vacancies
WASDA Calendar of Events

WASDA intends to continue to provide professional learning opportunities for our members in 2020-21. At this time, the method of delivery for those opportunities will be dependent on the guidance from public health officials and compliance with any restrictions on assembly.
Preparing for fall has never quite looked like it does this year. We know school and district leaders are working tirelessly to weigh the risks of returning to school against the challenges of virtual or hybrid options – perhaps the most difficult decisions of your career. From all the parents here at Demco with children returning to Wisconsin schools in the fall – whatever that may look like – thank you.

In light of the COVID-19 crisis, our team has been actively developing resources alongside our customers to help schools and libraries navigate present challenges. Below, we’ve handpicked some resources we think might be useful to you.

**Reopening School: How to Reduce Your Community’s Fears**

For those of you planning to reopen your buildings in the fall, putting parents’, students’, and staff’s worries at ease will be crucial to your success. In this post, Dr. Robert Dillon provides tips for reducing their fears.

**Virtual Tours: School Spaces Designed for Social Distancing**

Accommodating social distancing in a school setting is no easy feat. To assist, our team of interior designers prepared these inspirational designs to demonstrate how you might reconfigure existing school spaces to ensure staff and student safety. Explore these inspirational spaces by clicking below.

**Have You Seen Our Desk Barriers?**

Available in two heights

24"

32"

>> Durable
>> Portable
>> Foldable
>> Economical
>> Easy-to-disinfect
>> Only at Demco

**Here to Help!**

My name is Kurt Zastrow, and I’m here to connect you with the right members of our team who can help you create learning spaces that support students during these unprecedented times, and also into the future.

CONTACT KURT TODAY >>
Dear WASDA Friends and Colleagues,

This has been the busiest and most stressful July that I've had in my nineteen years as a Superintendent! While I wish we could have had the legal conference in person, it was still one of the best events I attend each year. It just didn't have the same relaxing feel when I logged off and my wife Alisa asked me to finish up some yard work instead of suggesting we go to Whitefish Dunes State Park in Door County before sampling wine for the evening!

I hope you were all able to relax and spend some time with your families in July, because that's going to be a lot tougher to do in August! While many of us have developed and shared our reopening plans with our communities, we know those plans may be changed a few times before school begins. No matter what decisions we make in our districts to reopen school, they will inevitably be wrong according to someone. It will also be difficult to justify any position as the "best one" as there are a lot of "bests" to consider.

Do we do what is best educationally? I believe most of us would agree that means being in school five days/week. Do we do what is best for physical health? Then everyone should be at home until this is over. Do we do what is best for mental health? The answer to that may be somewhere in between the two above. Do we do what is best for parents? Those answers will be all over the board! Of course we should always do what is best for kids, but right now I'm really struggling with what that may be for my six year old son Weston and my ten year old son Quinton.

Alisa and I have debated the pros and cons of this situation over and over and we never feel good about any resolution we come up with. Do we totally isolate our children? Do we let them see cousins, grandparents, or neighbors? How about birthday parties? Will we allow them to go if there are two friends, five friends or ten friends or more?! What if the gatherings are held outdoors to be safer, but they need to go inside to use the bathroom! At least to that I could say "Alisa, it's a good thing we have boys and there are trees!"

The point to all of this is that while we are struggling with what to do with school, the parents of our students are struggling with decisions related to school as well. This year we need to be more empathetic than ever before and provide as much flexibility as possible. I believe most of us are doing this with in-person school, hybrid options and totally virtual school. It may be difficult to monitor attendance and high quality learning, and we need to understand that some things just will not be possible or the same this year.

If students are not at school, who is going to make sure they are "attending class" at home if their parent or parents are also working from home. What if the parents are not able to be home? Will the children be home alone? If they are at a daycare, will the daycare be able to make sure they are doing their school work? Will grandparents have the children even though they are the most vulnerable age group for the virus?

I know these are things that have been going through all of your minds. Are there "best" decisions that can be made by you and your districts? I believe there are. Make decisions to support your staff in being flexible with their teaching and empathetic to their concerns while leading with a focus on relationship building. Then encourage your staff to be the same way towards the students and their families. Relationships in times of fear, anxiety and the unknown are more important than any other time! Let parents know you share their concerns, try to develop as many solutions and options as you can and provide as much support as possible to them and their children.

Good luck leading your districts in preparing for this unusual year. Your leadership is needed now more than ever!

Together in Education,

Dr. Paul M. Schley, Superintendent, Cornell School District
pmschley@cornell.k12.wi.us
Executive Director’s Message
August 2020
Dr. Jon Bales

Leaders Matter When It’s Decision Time

Please click on the link below to hear a message from Jon.

CLICK HERE.

Please send your comments and questions to Jon - jbales@wasda.org.

Our Team Expands

For more than fifty years, our School Law Team has been helping school districts throughout Wisconsin. And now we welcome Senior Consultant Todd Gray to von Briesen. After a distinguished career with several Wisconsin school districts at the highest levels of administration, Todd is excited to put his talent to work for our clients.

Our team’s unparalleled ability to assist on all matters impacting schools is the foundation of our mission. Now more than ever, our commitment to depth and breadth of experience will deliver precisely what school districts need as they confront whatever challenges lie ahead.

To learn more about how our School Law Team can assist you, please contact Chrissy Hamiel at chamiel@vonbriesen.com.

von Briesen
von Briesen & Roper, s.c. / Attorneys at Law
vonbriesen.com

Milwaukee • Madison • Neenah • Waukesha • Green Bay
58 DISTRICTS TO HAVE NEW ADMINISTRATORS

According to the records in the WASDA office as of July 22, 2020, 58 school districts in Wisconsin have or will have a new chief school district administrators for the 2020-21 school year. Of the 58 districts that will have new superintendents, 35 will have superintendents that will be classified as either beginning superintendents or as superintendents new to the state of Wisconsin. The remaining 23 will have chief school district administrators that have moved from one district in Wisconsin to a different school district in Wisconsin, are still listed as vacant or have an interim administrator.

Below is a listing of the school districts that have either a beginning administrator this year or an administrator new to the state of Wisconsin, an administrator that moved from one district to another this year, as well as the names of the districts that were still vacant at the time this WASDA Newsletter was published. PLEASE NOTIFY JESSICA AT THE WASDA OFFICE - jschwedrsky@wasda.org - WITH ANY ADDITIONAL ADMINISTRATOR CHANGES OR CORRECTIONS!

*Beginning/New Administrators

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<th>District</th>
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<td>Altoona</td>
<td>Heidi Taylor-Eliopoulos</td>
<td>Portage</td>
<td>Joshua Sween*</td>
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<td>Barneveld</td>
<td>Joe Price</td>
<td>Prairie du Chien</td>
<td>Andy Banasik*</td>
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<td>Belleville</td>
<td>Nathan “Nate” Perry*</td>
<td>Pulaski</td>
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<td>Belmont</td>
<td>VACANT</td>
<td>Rhinelander</td>
<td>Eric Burke*</td>
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<td>Beloit</td>
<td>Daniel Keyser* (Interim)</td>
<td>River Valley</td>
<td>Loren Glasbrenner*</td>
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<td>Brown Deer</td>
<td>Monica Kelsey-Brown*</td>
<td>Salem</td>
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<td>Cedar Grove-Belgium</td>
<td>Chad Brakke*</td>
<td>Sheboygan Falls</td>
<td>Annalee Bennin*</td>
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<td>CESA 4</td>
<td>Kehl Arnson</td>
<td>Thorp</td>
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<td>Chippewa Falls</td>
<td>Jeff Holmes</td>
<td>Tigerton</td>
<td>Kelley Strike*</td>
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<td>Cochrane-Fountain City</td>
<td>Jo-Ellen Fairbanks*</td>
<td>Tomah</td>
<td>Charles 'Mike' Hanson II*</td>
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<td>Cudahy</td>
<td>Tina Owen-Moore*</td>
<td>Viroqua</td>
<td>Thomas Burkhalter*</td>
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<td>Dodgeville</td>
<td>Paul Weber*</td>
<td>Washington-Caldwell</td>
<td>Kevin McCormick*</td>
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<td>Eau Claire</td>
<td>Michael Johnson*</td>
<td>Waukesha</td>
<td>James Sebert</td>
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<td>Webster</td>
<td>Jeff Fimreite*</td>
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<td>Fond Du Lac</td>
<td>Sharon Simon* (Interim)</td>
<td>West Bend</td>
<td>Jennifer Wimmer</td>
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<td>Fort Atkinson</td>
<td>Robert Abbott*</td>
<td>West Salem</td>
<td>Ryan Rieber*</td>
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<td>Gale-Ettrick-Trempealeau</td>
<td>Michelle Butler</td>
<td>Weston</td>
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<td>Todd Hencsik*</td>
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<td>Goodman-Armstrong Creek</td>
<td>Steve Bloom</td>
<td>Whitewater</td>
<td>Caroline Pate-Hefty*</td>
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<td>Granton</td>
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<td>Greendale</td>
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<td>La Crosse</td>
<td>Aaron Engel</td>
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<td>Ladysmith</td>
<td>Laura Stunkel*</td>
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<td>Lake Mills</td>
<td>Tonya Olson</td>
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<td>Madison</td>
<td>Carlton Jenkins*</td>
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<td>Maple Dale-Indian Hill</td>
<td>Tim Joynt*</td>
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<td>Marinette</td>
<td>Corry Lambie*</td>
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<td>New Lisbon</td>
<td>Adam Engelbreton*</td>
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<td>Norwalk-Ontario-Wilton</td>
<td>Travis Anderson*</td>
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<td>Oregon</td>
<td>Leslie Bergstrom*</td>
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<td>Palmyra-Eagle</td>
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PLEASE NOTIFY JESSICA AT THE WASDA OFFICE - jschwedrsky@wasda.org - WITH ANY ADDITIONAL ADMINISTRATOR CHANGES OR CORRECTIONS!
Wisconsin public school districts face unprecedented challenges and opportunities. The attorneys at Strang, Patteson, Renning, Lewis & Lacy, s.c., are dedicated to helping you meet the challenges and take advantage of the opportunities.
Unprecedented Opportunities for Leadership

September 16-18, 2020
Madison Concourse Hotel

The current educational landscape calls for reasoned, principled, responsible guidance and provides unprecedented opportunities for leadership. In this environment, the challenges of managing ambiguity while maintaining flexibility are essential, as is avoiding becoming mired in the present. Effective leaders tend to the present and endeavor to move their organizations forward in the face of these tests of leadership. Now, more than ever, your leadership matters!

The WASDA Fall Superintendents Conference, in cooperation with the State Superintendent of Public Instruction, is designed to support your success as you navigate the current environment and take steps to ensure that your organization continues to build the capacity for moving forward. Through your participation in this virtual conference, you will receive the latest information from local, state, and national leaders not only on issues that demand your immediate attention, such as the pandemic, but also on navigating the broader political landscape; engaging parents and members of the community; communicating with various stakeholders; addressing social and emotional learning, as well as mental wellness; leading for equity; and our most significant focus - improving student learning. We trust that you will find the program timely, relevant, and a noteworthy investment in your professional growth as you provide leadership in this unprecedented time.

WEDNESDAY, SEPTEMBER 16

BREAKOUTS - PLEASE NOTE THAT THESE BREAKOUTS HAVE BEEN PRE-RECORDED.
Conference registrants will be able to view all 8 breakouts at any time starting at noon on Wednesday, September 16. Contact information for each presenter will be available for follow up questions.

1. A Virus Free School Law Update
While legal issues related to COVID-19 still dominate school districts' legal concerns, other areas of the law that affect schools have been active as well. This program will look at recent legislation, decisions issued by our courts, and administrative agency activities of importance to Wisconsin school districts. We will also discuss strategies that will help school districts account for recent legal developments and policy issues that those developments generate. We may cheat our program description just a bit, in order to consider COVID-19's "ripple effect": circumstances where the COVID-19 pandemic has influenced other, relevant areas of the law and educators' corresponding practices. Join Kirk Strang of Strang, Patteson, Renning, Lewis & Lacy for a fresh look at legal developments in school law.

   Attorney Kirk Strang, Strang, Patteson, Renning, Lewis & Lacy

2. What Your School Nurse Would Like You to Know About COVID-19
This presentation will focus on what is new and currently known about COVID-19. Information regarding issues that have come up since schools reopened will be discussed along with suggested practices.

   Louise Wilson, School Nurse Consultant, DPI
3. The Legal Framework For Managing “Political” Issues In An Election Year (Or At Least Attempting To Do So)

“Political” issues always present challenges for District Administrators, but 2020 is a special case. In addition to the presidential election in November, the school year has begun with the “politics” associated with re-opening schools and athletics, the racial and equity issues associated with the Black Lives Matter movement, the divergent views and opinions about the appropriateness of School Resource Officers, and others. All of these issues have broad impact in schools, and all have legal aspects associated with attempting to manage them in a learning environment involving students, staff, parents, and the public. This presentation will focus on the legal framework within which District Administrators must operate in attempting to balance the many factors associated with appropriate responses.

*Attorney Michael Julka, Boardman & Clark LLP*

4. How the Pandemic has Changed School Districts’ Approaches to Parent, Community, and Staff Surveying

The constantly changing landscape of how our schools operate as a result of COVID-19 means that districts now also need to look differently at how, and why they survey parents, staff, and the greater community. Gathering timely feedback on safety concerns and practices, educational programs and services, technology needs and training, and additional support services is more important than ever. The School Perceptions team has developed customizable survey templates that allow districts to quickly administer surveys. The online survey portal gives school leaders immediate access to the survey responses as well as the ability to disaggregate the data by various subgroups.

The School Perceptions team will:

- Share examples of return to school planning and “check-in” surveys.
- Demonstrate how the data can be used for analysis and planning purposes.
- Share state wide trend data.

*Bill Foster, President and Founder, and Sue Peterson, Project Manager and Strategic Communications Specialist, School Perceptions*

5. Reducing risk: Developing Resiliency through Comprehensive School-based Mental Health Systems and Social and Emotional Learning

Schools struggle with providing for the needs of all students on a “normal” day and today is definitely not “normal”. Students and staff have been impacted by school closures, and the effects of the pandemic on health and family stressors. Preliminary survey data indicates that students are experiencing higher levels of anxiety, depression, and fear than prior to the school shutdowns.

As schools focus on reopening in whatever form that is, adults are concerned about the social and emotional health of students and one another. The effects all of these stressors have on us can be mitigated by focusing on building protective factors and resilience rather on the deficits of behavioral and mental health challenges.

This session will introduce participants to the protective factors of comprehensive school-based mental health systems and social and emotional learning and explore how these can be used to build resilience in students and adults. This is an unprecedented time, and if handled well, could result in highly resilient and emotionally competent students and adults.

*Beth A. Herman, MSE, School Mental Health Training Consultant, DPI*
6. **Creating Trauma Sensitive Environments in the 20/21 School Year**

In this session, participants will explore 5 action steps towards becoming trauma-sensitive in light of current events. Based on guidance provided in DPI’s Education Forward document, participants will explore what it means to be a trauma sensitive school during this time. Participants will be introduced to and have time to explore tools and content focused on taking several crucial steps towards creating safe and supportive environments for all students and staff.

*Liz Krubsack, MS, LPC, School Mental Health Consultant, DPI*

7. **ESSA School Level Expenditure Reporting: The Real Deal**

DPI will be publishing and reporting to the U.S. Department of Education our first set of school level per-pupil expenditure data for 2018-19, as required by the Every Student Succeeds Act (ESSA), on November 19, 2020. How are we rolling out this release? What do you need to know as district administrators to ensure you are familiar and comfortable with the data being released? This session will discuss the next phase of this reporting requirement that has been in the works for four years.

*Daniel Bush, Director, DPI School Financial Services*

8. **School Engagement in Uncertain Times: Communicating About COVID-19 While Advancing Equity Efforts.**

While public schools have always been affected by large societal challenges, now is a time when two of the most pressing issues of our time are playing out in school districts nationwide. As a result, education leaders' ability to engage their communities has perhaps never been so important. In this session, school communications professional Joe Donovan offers systems and tools to bring stakeholders together around shared values to protect the health and safety of students and staff, while also addressing long-standing inequities in a meaningful way.

*Joe Donovan, President, Donovan Group*

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**THURSDAY, SEPTEMBER 17:**

8:00 a.m. **GENERAL SESSION**

*Welcome - Jon Bales, WASDA Executive Director*

*Chair - WASDA President Paul Schley, Supt., Cornell*

**Welcome by State Superintendent Carolyn Stanford Taylor**

Wisconsin State Superintendent Carolyn Stanford Taylor will welcome superintendents and provide an overview of state level priorities and initiatives in education for the 2020-2021 school year.

8:30 – 9:00 a.m. **Governor Tony Evers (Invited)**

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Leadership Matters: Moving Beyond “PLC Lite” and Nurturing Full Commitment

Thirty years ago, the first book on PLC at Work was published by Richard DuFour and Robert Eaker. The PLC at Work model has been celebrated and validated as the most promising way to improve student learning, yet so many schools remain stalled at the beginning stages of implementation. Why does this reality of “PLC Lite” still plague our profession twenty years later? Without exception, the schools that use this model to transform their practice have one thing in common; effective leadership. This keynote will explore the keys to effectively transitioning a school or district into a model PLC.

- Participants will understand the leadership challenges and lessons learned from twenty years of PLC practice
- Participants will learn the difference between leadership behaviors that undermine and promote the purpose of a PLC
- Participants will learn practical strategies that will improve their ability to lead others through the change process and build consensus

Dr. Anthony Muhammad

12:00 - 1:00 p.m. STATE SUPERINTENDENT CAROLYN STANFORD TAYLOR’S ANNUAL STATE OF EDUCATION ADDRESS, FRIENDS OF EDUCATION ADDRESS & TEACHERS OF THE YEAR RECOGNITION

1:15 - 3:15 p.m. GENERAL SESSION

Leading for Equity with Authenticity: Connecting Your Personal Story to Your Professional Strategy

For equity to be more than a buzzword, we need to show people how and why it truly matters to us, beyond the mandates of board policy and community expectations. To be authentic leaders we must reflect on, and communicate how our personal story has shaped us as leaders. Rather than a mission or vision, in Highline Public Schools we have our Highline Promise:

Every student is known by name, strength and need and graduates prepared for the future they choose.

This was born out of my personal experiences and professional beliefs, and over the past 7 years our Promise has become the DNA of our system, guiding everything from recruitment and hiring to resource allocation and instruction. It has also helped us establish an equity through line linking our strategic plan, district policies, programs and practices. In this session I will share Highline’s equity journey, our mistakes and our successes, and how we are now moving toward becoming an anti-racist school system.

Dr. Susan Enfield, Highline Public Schools, Washington
FRIDAY, SEPTEMBER 18:

8:15 - 12:00 p.m.  GENERAL SESSION

8:15 - 9:00 a.m.  Federal Education Update
With the 2020-21 school year under way and the 2020 elections rapidly approaching, there’s a lot to unpack. AASA’s Ellerson Ng will walk through the latest goings on of Congress, including how the latest COVID response package will impact your district, the projections for school openings through the fall, the elections in November, and what it all means for education policy and the students you serve.
Noelle Ellerson Ng, Associate Executive Director, Advocacy & Governance, AASA, The School Superintendents Association

9:00 – 10:00 a.m.  SECRETARY ANDREA PALM, Secretary-Designee, Wisconsin Department of Health Services (Invited)

10:00 a.m.  Break

10:15 – 11:30 a.m.  2020-21 Fiscal Uncertainty and the Outlook for the 2021-23 State Budget Battle
SAA Executive Director John Forester will use this session to engage a panel of state legislators in discussion of the 2020-21 state fiscal condition, the outlook for the 2021-23 state budget process, and the major education policy issues that may be in play next legislative session. John will then conclude the session with a little “unvarnished” wrap-up on budget and policy issues as well as discussion of the SAA’s advocacy strategy looking forward.
John Forester, Executive Director, SAA & Legislators

REGISTER AT WWW.WASDA.ORG!
WASDA FIRST YEAR SUPERINTENDENTS ACADEMY

Sponsored by

Academy Sessions

All academy sessions will be delivered virtually/remotely via ZOOM™ for at least the fall 2020 semester. Content, dates, and mode of delivery for second semester will be finalized later this fall to take into account the rapidly changing environment.

The 2020-2021 academy content will give particular attention early on, to supporting superintendent decisions associated with opening of schools in this pandemic year and the resulting effects for students, staff, budget and communications. The sessions will continue the emphasis of past academy sessions for developing successful board/superintendent relationships, promoting student achievement and equitable practices to close achievement gaps, continuous improvement, addressing school legal issues, wise business and fiscal stewardship, effective communications, and community engagement.

Academy facilitators will provide rigorous content while engaging leaders in practical experience-based activities. Virtual workshops will begin in July to allow time leaders to plan and be ready for the re-opening of school.

- The first four sessions (July 21 and 22, and August 5 and 6) are 3-hour Zoom™ meetings/presentations. All other sessions are 1 ½ hours long.
- The 1 ½ hour sessions will be held weekly through the end of September, and every other week beginning in October.

Academy Session Dates & Details!

Coaching

Each first year superintendent will be ‘paired’ with a highly regarded, experienced superintendent for coaching. The coaching experience reaches beyond the simplistic textbook answers for issues to consider the nuances and subtleties of leadership that high performing leaders have mastered.

Registration Fee

Registration fee includes access to all Academy Sessions as well as all handout materials from presenters. All sessions will be recorded for viewing at a later date if a registrant is unable to participate on the specific date and time.

WASDA Member: $1200
GETTING SCHOOL FINANCE RIGHT: FROM THE BUDGET TO THE LEVY

WEDNESDAY, OCTOBER 21, 2020- HOLIDAY INN-STEVEN'S POINT
MONDAY, OCTOBER 19, 2020 - WASDA SCHOOL LEADERSHIP CENTER - MADISON
9 a.m. - 2 p.m.

WASDA is pleased to announce that it will be hosting two workshops entitled "Getting School Finance Right: From the Budget to the Levy." These workshops will be conducted by the DPI School Finance Team. Although open to all, this "how to do it from the ground up" workshop is geared toward new administrators or those with less than 3 years' experience. It will include:

- A detailed discussion and hands-on practice of the 2019-20 revenue limit calculation
- What to do with the October 1st Equalized Property Valuation from DOR and the October 15th General Aid Certification from DPI
- Determining the impact of the exempt business computer valuation (“Computer Aid”)
- Conceptual overview of Equalization & Special Adjustment Aid (General Aid)
- How the pieces all fit together (revenue limit/general aid/levy; equalized property valuation/levy/mill rate)

The extended time will allow participants to use their own district's numbers to do the various calculations with hands-on help from the School Finance Team. The goal is for you to be confident in your budget, revenue limit and general aid numbers so the board can certify your district's levy correctly. **This is your opportunity to make sure you're getting it right!**

Items to bring with you to the workshop:
- A laptop computer
- Your district's 2019-2020 final revenue limit worksheet*
- Your district's Oct. 15th Certification of 2019-20 General Aid from DPI*
- Your district's September membership count, including 2020 summer school*
- Your district’s 2020 Equalized Values received October 1 from Department of Revenue*

*This information will be available on the SFS Team website so districts may choose to bring a hard copy or simply access the information online while at the workshop.

Please call the STEVEN'S POINT HOTEL & CONVENTION CENTER at 715/344-0200 to reserve a sleeping room for the evening of October 20.

** Please note: WASDA intends to continue to provide professional learning opportunities for our members in 2020-21. At this time, the method of delivery for those opportunities will be dependent on the guidance from public health officials and compliance with any restrictions on assembly. We are prepared to provide in-person, virtual, and hybrid spaces for our members to gather, learn, collaborate, and network. Registrants will be provided updates as our future unfolds.
Are you paying for any of these services?

That's money down the drain.

WEA Member Benefits can help you stay compliant.

Our complimentary services include:
- 403(b) plan administration and compliance assistance
- Updates on regulatory changes
- IRS pre-approved plan documents
- Plan level reporting for IRS audit or plan review

Have questions? Let us help!
Contact a Worksite Benefit Consultants to learn more. Give us a call at 1-800-279-4030.
SUPPORTING PRINCIPAL EXCELLENCE: PROFESSIONAL GROWTH COACHING FOR LEADERS

** Please note: WASDA intends to continue to provide professional learning opportunities for our members in 2020-21. At this time, the method of delivery for those opportunities will be dependent on the guidance from public health officials and compliance with any restrictions on assembly. We are prepared to provide in-person, virtual, and hybrid spaces for our members to gather, learn, collaborate, and network. Registrants will be provided updates as our future unfolds.

School administrators need skillful support from leaders of teaching and learning; leaders who believe in coaching as a vehicle for developing exemplary leadership. The Professional Growth Coaching for Leaders Academy, presented by WASDA and AWSA, will equip superintendents, central office leaders and others who directly support principals with the tools and practices that enhance principal performance in leading schools of equity and excellence for student success. The overarching goal of the Academy is to assist with the development of instructional leadership skills that deliver breakthrough results for all students.

Knowledge Objectives:

1. Identify strategies to determine best practices in teaching and learning.
2. Understand how to use evidence of principal practice to identify next steps of leader improvement that foster a positive educational environment and support the diverse cultural and learning needs of students.
3. Learn a process for determining local academic priorities and problems of practice.
4. Understand how to identify a shared problem of practice and recognize strategies to impact change.

Practice Objectives:

1. Analyze coaching conversations and scenarios for effectiveness and intended impact.
2. Promote reflection on impact by engaging leaders in coaching simulations that use targeted questioning and conversation strategies.
3. Engage in a relationship with a principal for the purpose of practicing and analyzing coaching skill.
4. Facilitate coaching conversations that ensure equity and excellence in schools.

The Academy will include four (4) full-day sessions and the sessions are intended to build upon each other. Registration will cover attendance for all four dates. Register at www.wasda.org.

Comments from past Academy participants:
"This is within my area of study/experience, and the academy has helped me advance my practice."
"The balance of learning/research and practicing with others was greatly appreciated."
"I really liked the discussion and role playing of case studies and to discuss sensitive issues in a safe environment."

Choose your location and attend all four (4) full day sessions.

Madison - WASDA School Leadership Ctr. Stevens Point - Holiday Inn

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
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<tbody>
<tr>
<td>October 16</td>
<td>WASDA School Leadership Ctr.</td>
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<tr>
<td>December 1</td>
<td>Stevens Point - Holiday Inn</td>
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<tr>
<td>January 15</td>
<td>October 15</td>
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<td>March 10</td>
<td>October 15</td>
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BVL AUGUST Update

We picked a few videos you might find helpful this month

Baird is dedicated to your district and your school finance needs. Although the BVL library is full of useful videos to be accessed anytime, this month in the business office, you might be interested in the below videos:

Annual Meeting

Annual Meeting Publications

Budget Hearing and Adoption

If you have any questions on the above videos, or if you have any comments on how the BVL can better serve your district, let us know! Reach out to any member of our team below; we'd be happy to help.

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About the Program
Now in its 34th year, the National Superintendent of the Year® Program pays tribute to the talent and vision of the men and women who lead our nation's public schools. This program is sponsored by First Student, AIG Retirement Services and AASA. Download the FAQ here.

Eligibility
Any AASA Affiliate Association State Superintendent of the Year® who plans to continue in the profession may be nominated. This program is designed to recognize the outstanding leadership of active, front-line superintendents. It is not recognition of service at retirement or a program to reward current state or national leaders.

Selection Criteria
Each candidate for the National Superintendent of the Year® Award must first be named by their state association as the State Superintendent of the Year.

Each State Superintendent of the Year is judged on the following criteria:

Leadership for Learning – creativity in successfully meeting the needs of students in his or her school system.

Communication – strength in both personal and organizational communication.

Professionalism – constant improvement of administrative knowledge and skills, while providing professional development opportunities and motivation to others on the education team.

Community Involvement – active participation in local community activities and an understanding of regional, national, and international issues.

STATE APPLICATION INFORMATION:
Nominations for both the STATE and the NATIONAL award must be completed online. NOTE: to be eligible for the AASA National Superintendent of the Year® Award, any nominee must first be awarded their state superintendent of the year designation.

Awards
The AASA National Superintendent of the Year presents a $10,000 scholarship to a student in the high school from which he/she graduated. All state and overseas nominees receive a medallion and are honored at AASA's National Conference on Education.

Staff Contact:
Jennifer Rooney Director, Meetings & Awards
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